

Sent By: CHUBB & SON;

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Feb-11-02 18:24;

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CHUBB GROUP OF INSURANCE

ID: 6137210085

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CHARGE OF DISCRIMINATION		AGENCY	CHARGE NUMBER
<small>This form is adopted by the Privacy Act of 1974. See Privacy Act Statement before completing this form.</small>		EEOC	221A200307
<small>State or local Agency, if any</small>			
NAME		HOME TELEPHONE	
Baillie, Douglas		577-4290	
STREET ADDRESS		CITY, STATE, AND ZIP CODE	
7713 Pine Isle Court		Cincinnati, OH 45244	
<small>NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPROPRIATE COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (if more than one list below.)</small>		DATE OF BIRTH	
		6/18/50	
NAME		NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE
Chubb & Son		500+	513-721-0601
STREET ADDRESS		CITY, STATE, AND ZIP CODE	COUNTY
312 Walnut Street		Cincinnati, OH 45202	Hamilton
NAME		TELEPHONE	
STREET ADDRESS		CITY, STATE, AND ZIP CODE	COUNTY
CAUSE OF DISCRIMINATION BASED ON		DATE DISCRIMINATION TOOK PLACE	
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input checked="" type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)		EARLIEST (ADEA/AEP/A) LATEST (ALL) 8/27/01 8/27/01 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE <small>(If additional space is needed, attach extra sheets.)</small>			
<p>I. I am a 51 year old person. I worked for Chubb & Son Insurance (the "Company") in their Cincinnati office for nearly 26 years, from September 30, 1975 until my abrupt termination on or about August 27, 2001.</p> <p>II. Prior to a Performance Review in March 2001, my supervisor never communicated any problems with my performance. I believe the Company created a paper trail which contained false allegations against me, and I demonstrated to the Company the allegations were false. My performance was superior to that of younger employees who were similarly situated. The Company abruptly terminated my employment on or about August 27, 2001. At that time, I was one of the older or oldest branch managers in my zone, and my performance at that time was superior to that of younger counterparts. My job responsibilities have been assumed by a younger, less experienced individual. I believe I have been discriminated against because of my age and to avoid further vesting of valuable employee benefits. The Company attempted to coerce me into signing a severance agreement that would have required a general release of all claims.</p> <p>III. I believe I have been discriminated against because of my age in violation of the Age Discrimination in Employment Act (ADEA).</p>			
<small>I also want this charge filed with the EEOC. I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of the charge in accordance with their procedures.</small>		<small>MOTARY</small> <small>I declare or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</small>	
<small>I declare under penalty of perjury that the foregoing is true and correct.</small> X <u>Douglas Baillie</u> Date <u>1/25/02</u>		<small>SIGNATURE OF COMPLAINANT</small> <small>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE</small> <small>(Day, month, and year)</small>	
<small>Charging Party (Signature)</small>		<small>Notary Public</small>	

EXHIBIT

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